

Compensation Plan

Effective 6/12/21 (PPE 6/25/21)

*PST Recreation Effective 1/1/21

CLASSIFICATION TITLE	Salary Range	Hourly Rate A Step	to	Hourly Rate E Step	Bargaining Group
Accountant	98.1	32.17		39.20	MMPEG
Accounting Technician	83.7	22.55		27.47	MEA
Administrative Analyst I (CM and HR)	89.4	25.96		31.62	UNREP-MGMT
Administrative Analyst II (CM and HR)	91.4	27.27		33.23	UNREP-MGMT
Administrative Intern	72.9	17.27		21.04	UNREP-PST
Administrative Secretary	85.9	23.81		29.00	MEA
Assistant Building and Fire Safety Inspector	84.9	23.22		28.30	MEA
Assistant City Manager	143.5	98.72		120.27	UNREP-EXEC
Assistant to the City Manager I	113.0	46.48		56.63	UNREP-MGMT
Assistant to the City Manager II	115.0	48.83		59.50	UNREP-MGMT
Assistant Engineer / Licensed Land Surveyor	104.8	37.96		46.25	MMPEG
Assistant Planner	95.0	29.80		36.31	MEA
Assistant Recreation Svcs Supervisor	85.5	23.57		28.72	MEA
Associate Engineer	110.8	44.03		53.64	MMPEG
Associate Planner	100.9	34.48		42.01	MEA
Building & Fire Safety Inspector	95.8	30.40		37.04	MEA
Building Official I	119.5	54.58		66.50	UNREP-MGMT
Building Official II	121.5	57.34		69.86	UNREP-MGMT
Buyer	91.0	27.00		32.90	MEA
City Attorney	Biweekly			6428.99	CONTRACT
City Clerk	121.2	56.91		69.34	UNREP-EXEC
City Engineer/Deputy Director of Public Works I	124.5	61.75		75.24	UNREP-MGMT
City Engineer/Deputy Director of Public Works II	126.5	64.88		79.04	UNREP-MGMT
City Manager	Biweekly			11046.20	CONTRACT
City Traffic Engineer	117.7	52.21		63.61	MMPEG
Code Compliance Officer	92.4	27.95		34.06	MEA
Communications Center Manager	111.6	44.91		54.71	MMPEG
Confidential Secretary (CM, HR and Police Administration)	87.0	24.46		29.80	UNREP-CONF
Crime Analyst	93.0	28.37		34.56	MEA
Crime Lab Manager	108.6	41.70		50.81	MMPEG
Customer Service Representative	74.2	17.83		21.73	MEA
Deputy City Clerk I	95.5	30.18		36.77	UNREP-MGMT
Deputy City Clerk II	97.5	31.70		38.63	UNREP-MGMT
Deputy Director - Special Projects* (6 month assignment only)	124.6	61.90		75.42	UNREP-MGMT
Deputy Director of Community Development I	119.7	54.85		66.83	UNREP-MGMT
Deputy Director of Community Development II	121.7	57.63		70.21	UNREP-MGMT
Deputy Director of Public Works I	120.6	56.08		68.33	UNREP-MGMT
Deputy Director of Public Works II	122.6	58.92		71.79	UNREP-MGMT
Deputy Fire Marshal	101.8	35.25		42.95	MEA
Director of Community Development	133.5	77.12		93.96	UNREP-EXEC
Director of Finance / City Treasurer	132.3	74.86		91.21	UNREP-EXEC
Director of Human Resources	129.9	70.56		85.98	UNREP-EXEC
Director of Information Technology	131.6	73.58		89.65	UNREP-EXEC
Director of Parks and Recreation	129.8	70.39		85.76	UNREP-EXEC
Director of Public Works	132.8	75.80		92.36	UNREP-EXEC
Engineering Technician	94.4	29.37		35.78	MEA
Equipment Mechanic	89.3	25.89		31.55	MEA
Executive Assistant to the City Manager/City Attorney	97.1	31.39		38.25	UNREP-CONF
Executive Assistant to the Police Chief	91.9	27.61		33.64	UNREP-CONF
Facilities Manager	115.8	49.81		60.70	MMPEG
Facilities Technician	84.5	23.00		28.02	MEA
Financial Operations Manager I	121.2	56.91		69.34	UNREP-MGMT
Financial Operations Manager II	123.2	59.79		72.85	UNREP-MGMT
Fire Battalion Chief (112 hour bi-weekly)	122.6	42.09		51.28	PFF
Fire Battalion Chief (80 hour bi-weekly)	122.6	58.92		71.79	PFF
Fire Captain (112 hour bi-weekly)	112.0	32.39		39.46	PFF
Fire Chief	139.4	89.21		108.69	UNREP-EXEC

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Fire Division Chief I (80 hour bi-weekly)	126.5	64.88		79.04	UNREP-MGMT
Fire Division Chief II (80 hour bi-weekly)	128.5	68.16		83.05	UNREP-MGMT
Fire Engineer (112 hour bi-weekly)	106.6	28.35		34.54	PFF
Fire Inspector I	91.8	27.54		33.55	MEA
Fire Inspector II	95.7	30.32		36.95	MEA
Fleet Manager	107.0	40.08		48.83	MMPEG
Fleet Specialist	79.5	20.33		24.77	MEA
Forensic Evidence Technician	94.6	29.51		35.96	MEA
Forensic Latent Print Examiner	102.9	36.22		44.13	MEA
Geographic Information Systems Analyst	98.1	32.17		39.20	MMPEG
Geographic Information Systems Technician	90.0	26.34		32.09	MEA
Housing Manager	113.8	47.41		57.77	MMPEG
Housing Specialist	98.3	32.33		39.40	MMPEG
Human Resources Analyst I	101.0	34.56		42.11	UNREP-MGMT
Human Resources Analyst II	103.0	36.31		44.24	UNREP-MGMT
Information Technologies Technician	90.0	26.34		32.09	MEA
Information Technology Analyst I	99.4	33.23		40.48	UNREP-MGMT
Information Technology Analyst II	101.4	34.91		42.53	UNREP-MGMT
Information Technology Specialist	92.2	27.81		33.89	UNREP-CONF
Junior Engineer	100.3	33.97		41.39	MMPEG
Junior Planner	87.4	24.70		30.10	MEA
Lead Equipment Mechanic	92.0	27.67		33.72	MEA
Lead Facilities Technician	92.0	27.67		33.72	MEA
Maintenance Supervisor	97.4	31.62		38.53	MMPEG
Management Analyst	98.3	32.33		39.40	MMPEG
Management Analyst I (CM and HR)	99.5	33.31		40.58	UNREP-MGMT
Management Analyst II (CM and HR)	101.5	34.99		42.64	UNREP-MGMT
Management Assistant	89.4	25.96		31.62	MMPEG
Marketing and Engagement Manager I	121.2	56.91		69.34	UNREP-MGMT
Marketing and Engagement Manager II	123.2	59.79		72.85	UNREP-MGMT
Multi-Media Technician	69.0	15.68		19.11	MEA
Network Administrator I	106.6	39.69		48.36	UNREP-MGMT
Network Administrator II	108.6	41.70		50.81	UNREP-MGMT
Operations Manager	114.8	48.60		59.22	MMPEG
Paramedic Firefighter (112 hour bi-weekly)	104.6	26.99		32.88	PFF
Parks and Recreation Manager I	112.9	46.37		56.50	UNREP-MGMT
Parks and Recreation Manager II	114.9	48.72		59.36	UNREP-MGMT
Planning Manager I	116.8	51.06		62.21	UNREP-MGMT
Planning Manager II	118.8	53.64		65.36	UNREP-MGMT
Plans Examiner	99.8	33.55		40.88	MEA
Police Captain	132.5	75.24		91.67	POA-MG
Police Chief	146.8	107.10		130.50	UNREP-EXEC
Police Corporal	108.4	41.49		50.56	POA
Police Dispatcher I	91.2	27.13		33.06	MEA
Police Dispatcher II	97.2	31.47		38.34	MEA
Police Lieutenant	126.9	65.53		79.84	POA-MG
Police Officer	106.4	39.49		48.12	POA
Police Records Manager	100.4	34.06		41.49	MMPEG
Police Records Specialist	77.7	19.44		23.69	MEA
Police Records Supervisor	84.8	23.17		28.23	MEA
Police Recruit	98.0	32.09		39.10	UNREP-GEN
Police Sergeant	114.3	48.00		58.48	POA
Police Services Officer I	88.8	25.57		31.16	MEA
Police Services Officer II	90.8	26.87		32.74	MEA
Principal Civil Engineer	117.5	51.95		63.29	MMPEG
Property Clerk	81.5	21.36		26.02	MEA
Public Safety Aide	67.2	15.00		18.28	UNREP-PST

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Public Safety Communications Operator	81.3		21.25		25.89	MEA
Public Works Crew Leader	90.6		26.74		32.58	MEA
Public Works Equipment Operator	87.6		24.83		30.25	MEA
Public Works Inspector	96.4		30.85		37.59	MEA
Public Works Maintenance Worker I	75.0		18.19		22.16	MEA
Public Works Maintenance Worker II	79.0		20.08		24.46	MEA
Purchasing Agent	107.2		40.28		49.08	MMPEG
Recreation Services Supervisor	94.0		29.08		35.43	MEA
Recreation Specialist I (A-C)*	67.2		15.00		16.56	UNREP-PST
Recreation Specialist II (A-C)*	72.2		16.97		18.74	UNREP-PST
Recreation Specialist III (A-C)*	77.2		19.20		21.20	UNREP-PST
Recreation Specialist IV (A-B)*	82.2		21.73		22.83	UNREP-PST
Recreation Specialist IV (D-E)*	80.0		23.86		25.07	UNREP-PST
Recreation Specialist V*	88.9		25.64		31.23	UNREP-PST
Secretary	73.0		17.31		21.09	MEA
Secretary to the Chief of Police	89.9		26.28		32.02	MEA
Senior Accountant	107.2		40.28		49.08	MMPEG
Senior Accounting Technician	87.3		24.64		30.03	UNREP-CONF
Senior Building Inspector	99.8		33.55		40.88	MEA
Senior Buyer	95.0		29.80		36.31	MEA
Senior Engineering Technician	101.4		34.91		42.53	MEA
Senior Human Resources Analyst I	108.2		41.29		50.31	UNREP-MGMT
Senior Human Resources Analyst II	110.2		43.38		52.85	UNREP-MGMT
Senior Management Analyst	108.2		41.29		50.31	MMPEG
Senior Management Analyst I (CM and Finance)	108.2		41.29		50.31	UNREP-MGMT
Senior Management Analyst II (CM and Finance)	110.2		43.38		52.85	UNREP-MGMT
Senior Planner	107.7		40.78		49.69	MMPEG
Senior Public Works Maintenance Worker	85.0		23.28		28.37	MEA
Senior Risk Management Analyst I	108.2		41.29		50.31	UNREP-MGMT
Senior Risk Management Analyst II	110.2		43.38		52.85	UNREP-MGMT
Supervising Building and Fire Safety Inspector	101.8		35.25		42.95	MEA
Supervising Engineering Technician	105.3		38.44		46.83	MEA
Supervising Police Dispatcher	104.4		37.59		45.80	MEA
Utility Worker	73.1		17.35		21.14	MEA
Weed Abatement Inspector	90.3		26.54		32.33	UNREP-PST